

A grayscale photograph of a person with dark hair wearing large over-ear headphones. They are sitting at a desk, looking intently at a laptop screen. Their hands are clasped together near their chin, suggesting deep concentration or listening. The background is blurred, showing what appears to be a modern office or studio environment with other people and equipment.

# HOW TO LEARN FASTER AND BETTER

Instructional Design Approaches

# Topics for Discussion

**Designing for Learning**

**Learning to Learn  
Growth Mindset**

**Teaching Smart People to  
Learn**

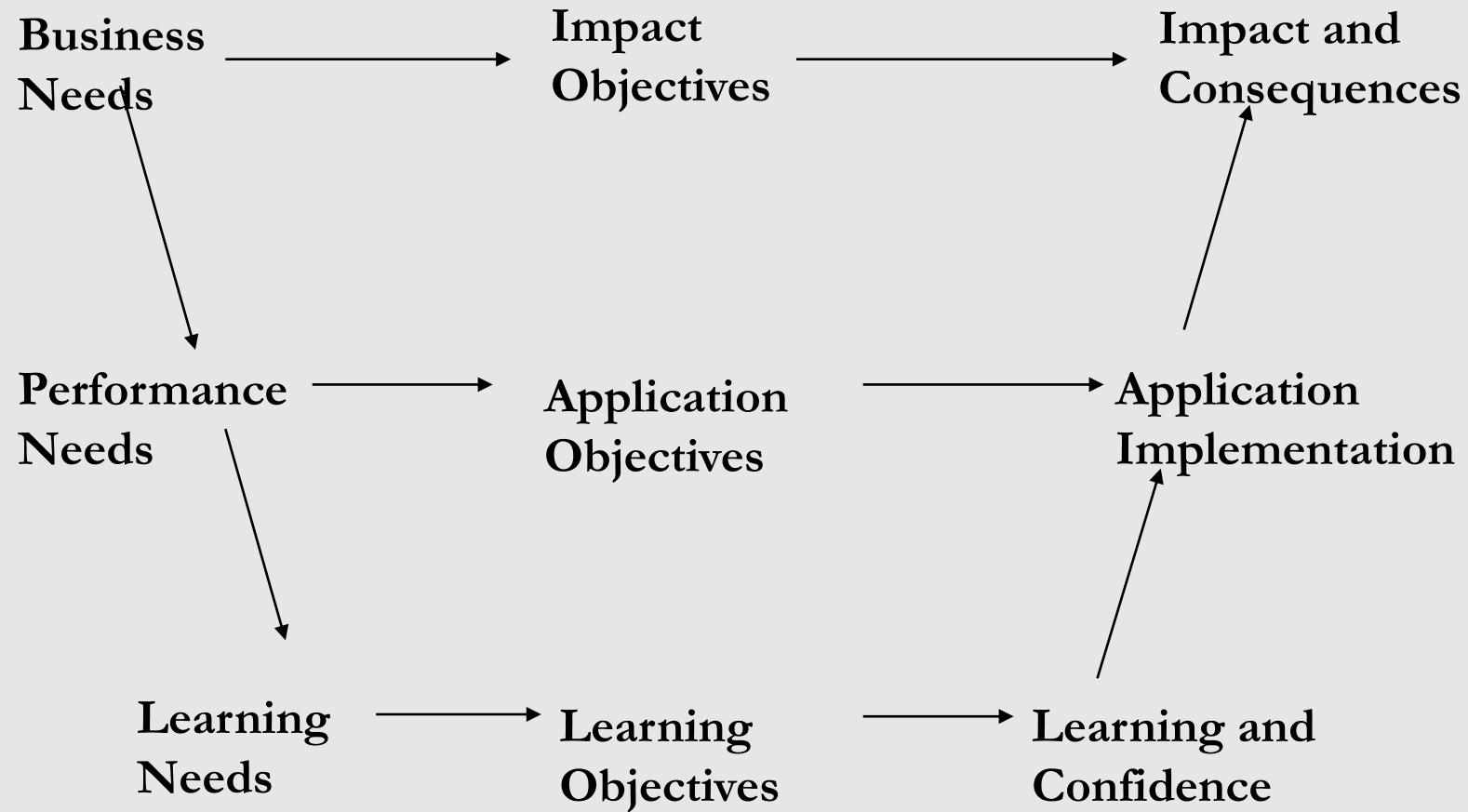
**Learning from the Deep  
Smarts**

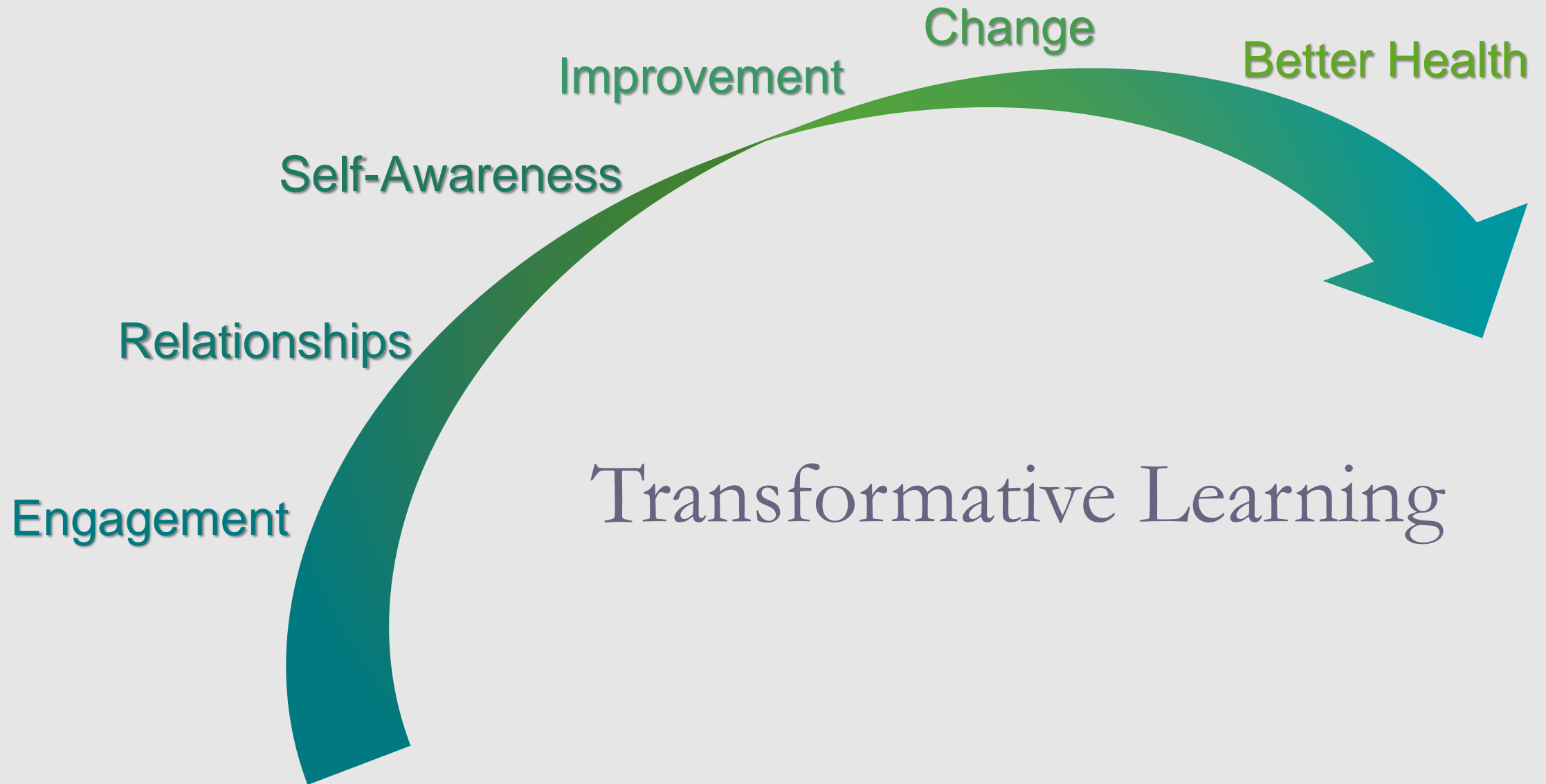
**Learning Organization**

# Whiteboard exercise

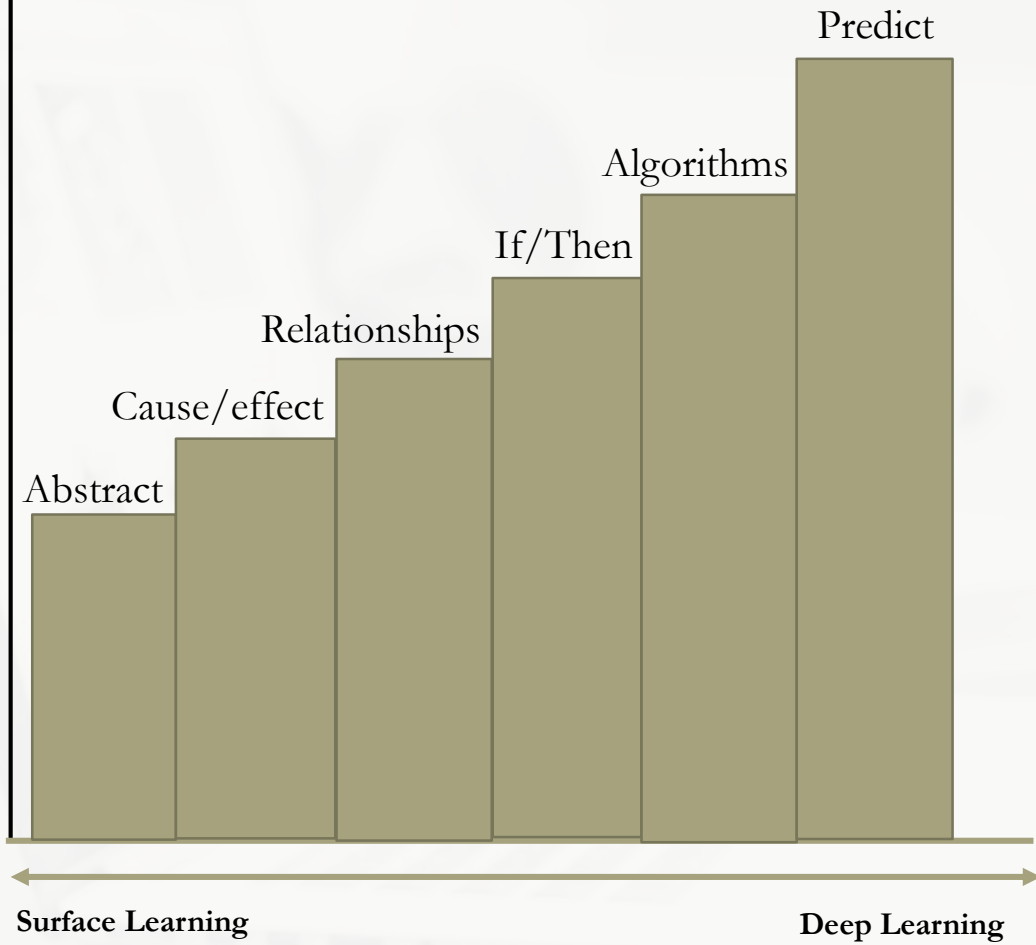
What does learning mean to you? How would you define learning

# Thinking of Alignment





# Achieving Alignment



John Biggs

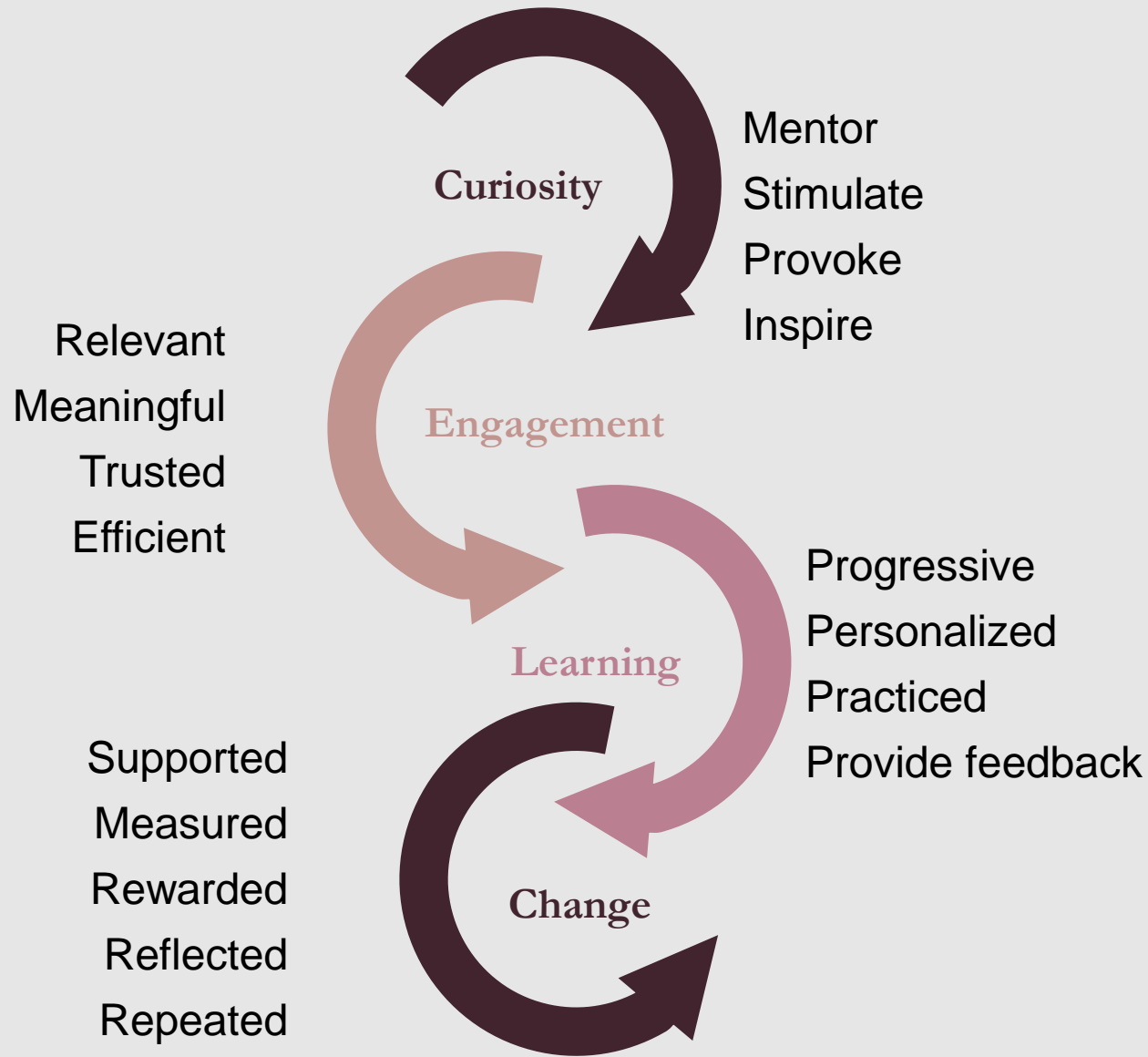
Constructive Alignment





# Learning to Learn

- Aspiration
- Self Awareness
- Curiosity
- Vulnerability



## Changing the narrative

I don't need to do this →  
What would my future look like if I did

I am already good at this →  
Am I really? How do I compare?

This is boring →  
I wonder why others find it interesting

I am terrible at this →  
I am making mistakes, but will get better



# Growth Mindset vs. Fixed Mindset



Talents can be developed



Outcomes matter; learning and progress are critical



Encourage risk taking; support collaboration



Focus on what you don't know rather what you do

# Teaching Smart People to Learn

“the smartest people find it hardest to learn”

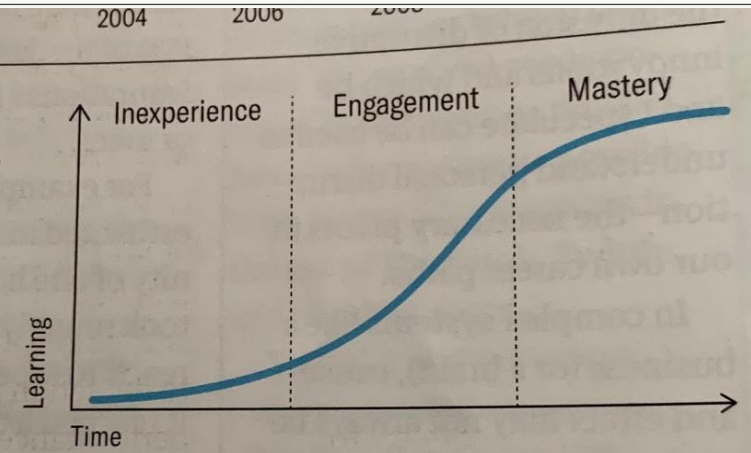
## Polling Exercise:

Years of experience in CE

Level of expertise in designing learning experiences



## S-Curve of Learning



## From One Learning Curve to the Next

Start developing new life skills way in advance of plateauing on your existing ones.

Find hacks to accelerate your early learning.

Don't be afraid. It takes courage to jump from one curve to the next. Staying in the comfort zone is easy, but greatness happens when you escape from it.

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# Deep Smarts

- Know how and can consistently do
- Skilled ways of thinking
- Making decisions
- Learned behaviors
- Successful every time
- Reflections





# OPPTY

- Observation
- Practice
- Partnering
- Joint problem solving
- Guided Experience
- Taking ownership

# How to Learn

- Check for readiness
  - Self aware to self management (feedback and coaching/reflections)
  - Identify a range of behavior choices
  - Choose the behaviors that are most productive
  - Drivers for action
- Develop strategies – Teaching/learning interactions
- Make sure the competency is needed
- Define attainable goals
- Find the right help
- Continuous learning cycles
- Analyze different approaches
- Keep it small
- Make feedback an habit
- Provide regular reminders

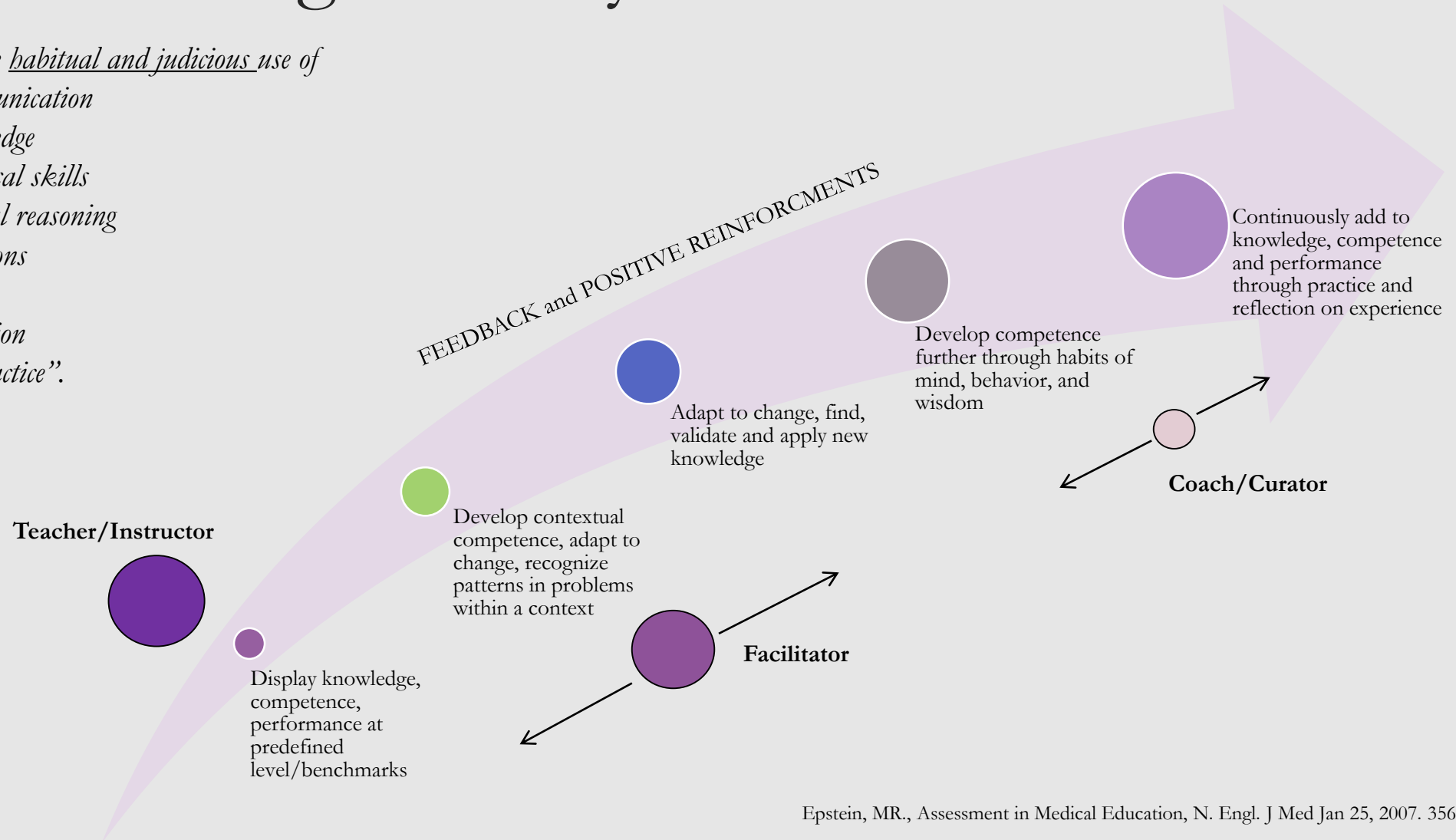


# The Learning Pathway

Assess “the habitual and judicious use of

- *Communication*
- *Knowledge*
- *Technical skills*
- *Clinical reasoning*
- *Emotions*
- *Values*
- *Reflection*

*in daily practice”.*



A black and white photograph of a person's hands clapping over a desk. On the desk, there is a smartphone and an open notebook. The background is blurred, showing what appears to be a classroom or meeting setting. A dark grey rectangular box with a thin white border is overlaid on the left side of the image, containing the text.

# SMART LEARNING/REALTIME LEARNING

The next decade

# In the next 10 years.....

- Smart Learning market size 166.3 Billion in 2018

Market size to increase to 665.23 Billion in 2026

Technology platforms adapt to the needs of the learner

Progressive Curricula with continuous engagement

Intelligent Performance/Effectiveness of learning

Virtual Coaching/Mentoring/Feedback

Learner analytics and “big data” in learning

Collaborative Learning; Collective Intelligence - Community

Content curation and validation vs. content production

# Our Learners

- Information Literacy
- Metacognition
- Goals and Incentives :Millennials vs. GenXers
- Need for more emotional, personal support – sociological behaviors
- Coaches and Mentors remains integral
- Purposeful Engagement
- Addressing the hidden curriculum in medicine

## Approaches

Self awareness, self management

Recognition

Incentives

Constant feedback

Data /Insights

Plans for Improvement



# Lessons learned

Results matter, relationships matter more

Don't feel you have to have it all figured out

Diversify your experience

Be careful what you wish for; it may very well come true

Be an active, attentive listener. People want to see what you understand

First impressions matter

Stop caring about what others think

Make time to look at the whole.

Learn to connect the dots and articulate the connections/relationships





# Lessons Learned

Pay attention to numbers/data

Be a good story teller

The newest trend isn't always the best star to follow. Think in terms of impact, strategy and learners.

Have goals and aspirations

Believe in your abilities, take more risk and experiment

Focus on work you are proud of.  
It's ok to fail

Find your mentors

Stay healthy

Live life without regret